

## MEMORANDUM OF AGREEMENT

The negotiations committees of the Little Ferry Board of Education and Little Ferry Education Association agree to the terms of this Memorandum of Agreement, as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification, and the mediator retains jurisdiction.
- All parties agree to recommend these terms and conditions to their respective constituents for ratification and to vote for same.
- Any items or proposals not addressed in this Memorandum of Agreement are deemed withdrawn. All other language in the contract that expired on May 16, 2013 not in conflict with this Memorandum of Agreement shall continue in the new contract and will remain *status quo*.

**Contract Duration:** July 1, 2013 through June 30, 2016. All relevant sections of the contract will be amended to comport with these dates.

### **Salary Increases:**

- Effective 7/1/13: The 2013-14 salary guide will be constructed to reflect the following: \$500 will be added to Steps 2-3, 4-5, and 6-7. Teachers will advance one step on the salary guide. Teachers who were at the maximum step in 2012-13 will advance to a new step in 2013-14 and will receive a \$1,000 increase. Increases will be paid retroactive to 7/1/13.
- Effective 7/1/14: Teachers will advance one step on the salary guide. Teachers who were at the maximum step in 2013-14 will receive a \$900 increase in 2014-15. No additional steps will be added to the guide.
- Effective 7/1/15: Teachers will advance one step on the salary guide. Teachers who were at the maximum step in 2014-15 will receive an \$850 increase in 2015-16. No additional steps will be added to the guide.

**Salary Guides:** Agreed-upon guides are attached.

### **Schedule B: Stipends for Extracurricular Activities:**

- Effective 7/1/13: Increase by 2%
- Effective 7/1/14: Increase by 2%
- Effective 7/1/15: Increase by 2%

K.E.K.  
aw  
[Signature]

**Article X, Section A: Hospitalization and Health Benefits** – Eliminate the existing language in its entirety, and replace with the following: "The Board will pay the cost of hospitalization and health benefits as provided for in the New Jersey School Employee Health Benefits Plan (SEHBP) for members of the Association and their dependents, subject to employee contributions towards such benefits at the rates set forth in P.L. 2011, Chapter 78."

**Article XXII – Professional Staff Evaluations:** Eliminate Sections A and B in their entirety and replace with the following: "The teachers' evaluations will be consistent with the Teacher Effectiveness and Accountability for the Children of New Jersey Act (TEACH NJ) N.J.S.A. 18A:6-117 et al."

**LITTLE FERRY  
BOARD OF EDUCATION  
NEGOTIATIONS COMMITTEE**

*Jacky A. Kagan*  
*David DeLuca*  
*Jeanne Tenen*  
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**LITTLE FERRY  
EDUCATION ASSOCIATION  
NEGOTIATIONS COMMITTEE**

*Karen E. Laner, Chair*  
*Elaine Konyak*  
*Debra Leopold*  
*Elaine Shild*  
*Karen M. Lavers*  
*Brian E. Smith*

Date: 7/8/14

*L.E.A.*

Attachments: Salary Guides

Date: 7/1/14

*AD*  
*7/1/14*




# LITTLE FERRY TEACHERS SALARY GUIDES

Year 1: 2013-14

STEP	BA	BA15	MA	MA15	MA30
1	48,917	51,551	54,186	56,820	59,454
2	49,944	52,578	55,212	57,847	60,481
3-4	50,471	53,105	55,739	58,374	61,008
5-6	51,003	53,637	56,271	58,906	61,540
7-8	52,436	55,070	57,704	60,339	62,973
9	54,385	57,020	59,654	62,288	64,922
10	56,335	58,969	61,604	64,238	66,872
11	58,285	60,919	63,553	66,187	68,822
12	60,234	62,868	65,503	68,137	70,771
13	62,183	64,817	67,451	70,085	72,720
14	64,132	66,766	69,401	72,035	74,669
15	66,082	68,716	71,350	73,985	76,619
16	68,031	70,666	73,300	75,934	78,568
17	69,981	72,615	75,249	77,884	80,518
18	71,929	74,564	77,323	79,832	82,466
19	73,879	76,597	79,469	81,782	84,511
20	75,828	78,626	81,614	83,731	86,365
21	83,231	86,513	89,790	91,950	94,089
22	84,231	87,513	90,790	92,950	95,089

All teachers advance a step on this guide.

Teachers on combined steps advance as a group. (See Advancement Chart.)

L.E.L.  


# LITTLE FERRY TEACHERS SALARY GUIDES

Year 2: 2014-15

STEP	BA	BA15	MA	MA15	MA30
1	48,917	51,551	54,186	56,820	59,454
2	49,944	52,578	55,212	57,847	60,481
3	50,471	53,105	55,739	58,374	61,008
4-5	51,003	53,637	56,271	58,906	61,540
6-7	52,436	55,070	57,704	60,339	62,973
8-9	54,385	57,020	59,654	62,288	64,922
10	56,335	58,969	61,604	64,238	66,872
11	58,285	60,919	63,553	66,187	68,822
12	60,234	62,868	65,503	68,137	70,771
13	62,183	64,817	67,451	70,085	72,720
14	64,132	66,766	69,401	72,035	74,669
15	66,082	68,716	71,350	73,985	76,619
16	68,031	70,666	73,300	75,934	78,568
17	69,981	72,615	75,249	77,884	80,518
18	71,929	74,564	77,323	79,832	82,466
19	73,879	76,597	79,469	81,782	84,511
20	75,828	78,626	81,614	83,731	86,365
21	83,231	86,513	89,790	91,950	94,089
22	85,131	88,413	91,690	93,850	95,989

All teachers advance a step on this guide.

Teachers on combined steps advance as a group. (See Advancement Chart.)

*L.E.H.*  
*[Signature]*


# LITTLE FERRY TEACHERS SALARY GUIDES

Year 3: 2015-16

STEP	BA	BA15	MA	MA15	MA30
1	48,917	51,551	54,186	56,820	59,454
2	49,944	52,578	55,212	57,847	60,481
3	50,471	53,105	55,739	58,374	61,008
4	51,003	53,637	56,271	58,906	61,540
5-6	52,436	55,070	57,704	60,339	62,973
7-8	54,385	57,020	59,654	62,288	64,922
9-10	56,335	58,969	61,604	64,238	66,872
11	58,285	60,919	63,553	66,187	68,822
12	60,234	62,868	65,503	68,137	70,771
13	62,183	64,817	67,451	70,085	72,720
14	64,132	66,766	69,401	72,035	74,669
15	66,082	68,716	71,350	73,985	76,619
16	68,031	70,666	73,300	75,934	78,568
17	69,981	72,615	75,249	77,884	80,518
18	71,929	74,564	77,323	79,832	82,466
19	73,879	76,597	79,469	81,782	84,511
20	75,828	78,626	81,614	83,731	86,365
21	83,231	86,513	89,790	91,950	94,089
22	85,981	89,263	92,540	94,700	96,839

All teachers advance a step on this guide.

Teachers on combined steps advance as a group. (See Advancement Chart.)

L.E.L.  




# LITTLE FERRY TEACHERS STEP ADVANCEMENT CHART

*Read directly across a line to track advancement*

Base Year Step # <u>2012-13</u>	Moves to	Year 1 Step # <u>2013-14</u>	Moves to	Year 2 Step # <u>2014-15</u>	Moves to	Year 3 Step # <u>2015-16</u>
				1	>>>	1
1	>>>	1	>>>	2	>>>	2
2-3	>>>	2	>>>	3	>>>	3
4-5	>>>	3-4	>>>	4-5	>>>	4
6-7	>>>	5-6	>>>	6-7	>>>	5-6
8	>>>	7-8	>>>	8-9	>>>	7-8
9	>>>	9	>>>	10	>>>	9-10
10	>>>	10	>>>	11	>>>	11
11	>>>	11	>>>	12	>>>	12
12	>>>	12	>>>	13	>>>	13
13	>>>	13	>>>	14	>>>	14
14	>>>	14	>>>	15	>>>	15
15	>>>	15	>>>	16	>>>	16
16	>>>	16	>>>	17	>>>	17
17	>>>	17	>>>	18	>>>	18
18	>>>	18	>>>	19	>>>	19
19	>>>	19	>>>	20	>>>	20
20	>>>	20	>>>	21	>>>	21
21	>>>	21	>>>	22	>>>	22
		22	>>>	22	>>>	22

*K. L. K.*  
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